ENLISTED RETENTION TASK FORCE

WORKING GROUP-I

POLICY

CONFERENCE-III (8 JUNE 2000)

LTCOL MCMANNIS

MEMBERS

- MM
- CNA
- MCRC
- MOS SPECIALIST/OCCFLD SPONSORS

POLICIES IDENTIFIED FOR CONSIDERATION

- **MISSIONING**
- **CAREER FORCE REENLISTMENT REQUIREMENTS**
- **ECFC**
- **SRB DISTRIBUTION**
- **LATERAL MOVES**
- **REENLISTMENT LENGTHS**
- **CROSS YEAR EXTENSIONS**
- **ADVERTISING CAMPAIGN**

POLICIES REVIEWED

- **SRB DISTRIBUTION**
- **REENLISTMENT LENGTHS**
- **MISSIONING**

SRB DISTRIBUTION

- INCREASE CAREER FORCE RETENTION, REDUCE FTAP, AND REDUCE THE ACCESSION MISSION IN THE OUTYEARS
- CURRENT DISTRIBUTION:
  - 70% EXPENDED IN ZONE A
  - 30% EXPENDED IN ZONE B AND C
  - ZONE A CAPPED AT $30,000
  - ZONE B CAPPED AT $20,000
- PROPOSED FOR FY01
  - ZONE A CAP REMAIN AT $30,000
  - ZONE B AND C CAP INCREASE TO $35,000
  - EXPEND LARGER % OF SRB BUDGET IN ZONES B AND C

SRB DISTRIBUTION ADVANTAGES

- **ADVANTAGES**
  - **RETAIN HIGHER % OF CAREER MARINES**
  - **INCREASE EXPERIENCE**
  - **REDUCE FTAP REQUIREMENT**
  - **ULTIMATELY RESULTS IN LOWER ACCESSION MISSION**
  - **SENDS SIGNAL TO CAREER FORCE THAT FROM AN SRB PERSPECTIVE THEY ARE OF AT LEAST EQUAL VALUE TO THE 1ST TERM FORCE**

SRB DISTRIBUTION DISADVANTAGES

- CAP AT $35,000 5.2 MILLION
  - CAP AT $32,000 4.2 MILLION
  - CAP AT $30,000 3.5 MILLION
- FEWER $ AVAILABLE TO APPLY TO FTAP REQUIREMENT
- INCREASE RISK OF NOT MEETING FTAP REQUIRMENT

SRB DISTRIBUTION RECOMMENDATION

- INCREASE CAP TO $35,000 AND APPLY LARGER % OF AVAILABLE SRB $ TO THE CAREER FORCE WITH PRIMARY FOCUS ON ZONE B (YOS 6-10)

REENLISTMENT LENGTHS

- CONTRACT LENGTH OPTION WHICH WOULD ALLOW REENLISTEES THE OPPORTUNITY TO RECEIVE FULL SRB, THEREBY INCREASING PROPENSITY TO REENLIST
- CURRENT METHODOLOGY
  - ZONE A MARINES ARE ENTICED TO REENLIST EARLY WITHIN THE FY BY PROVIDING LARGEST SRB MULTIPLES UP FRONT AND BY THE BOATSPACE SYSTEM
  - BY LAW, MARINES THAT REENLIST PRIOR TO THEIR EAS MUST HAVE THE UNEXECUTED PORTION OF THEIR CONTRACT SUBTRACTED FROM THEIR SRB COMPUTATION
  - REENLISTING PRIOR TO EAS REDUCES SRB PAYMENT

REENLISTMENT LENGTHS PROPOSED METHODOLOGY

- STARTING FY01
  - CONTINUE TO SUPPORT FIRST TERMERS REENLISTING WITHIN FY OF EAS AND REENLISTING DURING FIRST QUARTER
  - GIVE MARINES THE OPTION TO ADD ANY UNEXECUTED PORTION OF THEIR CURRENT CONTRACT TO THEIR NEW REENISTMENT CONTRACT IOT RECEIVE THE FULL 4 YEAR COMPUTATION IN SRB
  - APPLY THIS OPTION TO 1ST TERMERS AND CAREER FORCE

REENLISTMENT LENGTHS ADVANTAGES

- ALL MARINES IN RECEIPT OF SRB HAVE THE OPPORTUNITY TO REENLIST FOR 4 ADDITIONAL OBLIGATED YEARS OF SERVICE
  - EX: MARINE REENLISTS 6 MONTHS EARLY. TO MAXIMIZE THEIR SRB THEY REENLIST FOR 4.5 YEARS.
  - PROPENSITY TO REENLIST IS INCREASED. BY HOW MUCH?
  - FIRST TERMERS NO LONGER PENALIZED FOR REENLISTING IN THE FIRST QUARTER TO SECURE A BOATSPACE
- INCREASE IN MANYEARS TO MARINE CORPS
  - CURRENT TWO CONTRACTS: 7.2 YRS
  - PROPOSED TWO CONTRACTS: 8 YRS
- ADDITIONAL TOOL IN THE BAG

REENLISTMENT LENGTHS DISADVANTAGES

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- **INITIALLY COMPUTATION ERRORS ANTICIPATED**
- **NO HISTORICAL EXECUTION DATA**
  - **INCREASES THE RISK OF UNDER/OVER EXECUTION OF SRB DOLLARS**
- **SRB PRECOMP SCREEN MUST BE REWRITTEN**
  - **MAINTAINED BY DFAS KANSAS CITY. HARD TO IMPLEMENT FOR FY01**

REENLISTMENT LENGTHS RECOMMENDATION

- ADOPT A REENLISTMENT CONTRACT COMPUTATION METHODOLOGY WHICH PROVIDES MARINES AN OPTION TO RECEIVE FULL 4 YEARS IN SRB COMPUTATION

MISSIONING

- **ENDSTATE: PROVIDE 7 MAJOR COMMANDS WITH THEIR "FAIR SHARE" 1ST TERM REENLISTMENT REQUIREMENTS BY NUMBER AND BY MOS. ADDITIONALLY PROVIDE SUGGESTED DISTRIBUTION OF THOSE REQUIREMENTS AMMONG MAJOR SUBORDINATE COMMANDS FOR EACH OF THE 7 MAJOR COMMANDS**

MISSIONING CURRENT PROGRAM

- **5 MAJOR COMMANDS RECIEVED FY00 FTAP REQUIREMENTS BY MOS AND NUMBER**
  - **MARFORPAC, MARFORLANT, MCCDC, MARFORRES, MCRC**

MISSIONING PROPOSED PROGRAM

- BEGIN FY01
- 7 MAJOR COMMANDS MISSIONED FOR FTAP REQUIREMENT BY MOS AND NUMBER
  - MARFORPAC, MARFORLANT, MCCDC, MARFORRES, MCRC, T&E, MATCOM
  - RECOMMENDED MISSIONS TO DIVISION, WING, FSSG, AND BASE LEVEL
  - MISSION ATTAINMENT RESULTS ACCOUNTED FOR AT HQMC DOWN TO DIVISION, WING, FSSG, BASE LEVELS

MISSIONING PROGRAM ADVANTAGES

- **ENSURES REQUIREMENT IS KNOWN BY EXECUTORS**
- **ENSURES MISSIONS ARE ACCURATELY AND EQUITABLY ASSIGNED**
- **ENSURES CENTRAL ACCOUNTING**
- **PROVIDES TIMELY AND ACCURATE TRACKING**

MISSIONING PROGRAM DISADVANTAGES

- **REQUIRE SIGNIFICANT TECHNICAL CHANGES TO CURRENT ACCOUNTING SYSTEM**
- **MISSION CHANGES CANNOT BE ACCOMODATED BY HQMC IN TIMELY MANNER**
- **SMALL 1ST TERM REENLISTMENT REQUIRMENTS WILL BE LEFT TO MAJOR COMMANDS TO MISSION AT SUBORDINATE LEVELS**

MISSIONING PROGRAM RECOMMENDATION

- HQMC MISSION THE 7 MAJOR COMMANDS AND PROVIDE PROPOSED 1ST TERM REENLISTMENT MISSIONS DOWN TO THE DIVISION LEVEL

SAVED ROUNDS?